

## ***HSD UIR Meeting Notes 11/17/03***

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Introductions were made by all present (approximately 30 people present).

The meeting packets were referenced: Undoing Racism Principles, HSD UIR Principles, UIR timeline and Chapter 2 document

The Undoing Racism organizing principles and timeline were reviewed.

The work of others in HSD and in the community and people who had struggled down through history was acknowledged and connected to the history of UIR.

It was noted that at times, the history of UIR has been bumpy, that sometimes it has been difficult work.

It was commented that UIR work improves the quality of services that HSD offers, it puts the client in the driver's seat. We are more honest with each other when we address the elephant in the room, which is racism.

It was stated that this process allows us to push and challenge one another to grow. It allows us to get to the grit of the work, the emotionally, spiritually, and intellectually challenging part. Being part of this work is bigger than just sharing our cultural food.

The fact that HSD is very white and providers are mostly white was addressed and stated that UIR helps us all to take a harder look at that.

The UIR work of many other agencies was mentioned as well. Groups such as the Seattle School District, the Fremont Public Association, United Way, VISTA, New Horizons, and many others. It was noted that HSD UIR has had a relationship with many of those groups.

It was also commented that this work must be very intentional because so many people can choose to not think about it.

UIR was noted as part of "changing the ways we do business in communities".

The "Chapter Two" or next steps document was reviewed.

It was stated that we have lost a good number of TES people of color but that doesn't count because they are TES. We end up looking good on paper but there are hidden statistics.

People expressed a desire to figure out how to replace money for training.

The question was raised of how to create a network of dialogue between the Mayor's race relations initiative and this group. What can we do to insure communication?

Patricia McInturff addressed the group thanking us for having her and for the historical piece. She reviewed the meeting packet prior to the meeting and was pleased to see that there were tangible outcomes listed in the timeline. She also acknowledged how uncomfortable it often is to talk about racism and she appreciated the setting we had created.

Patricia noted the importance of addressing racism. She has attempted to sign up for Undoing Racism Training in 03 and is waiting for the training schedule to be confirmed.

Patricia was asked what her understanding of the Mayor's Race Initiative consists of. There is a 3-day training that is being organized by Mickey Fearn for the Mayor's cabinet. Elena Featherstone is the trainer.

Patricia stated that she is committed to address racism, will be part of the work, and will provide leadership for it.

Note: Packets of the principles, history, and current issues were handed out at this meeting, extra copies are available. Please e-mail [kim.russell-martin@seattle.gov](mailto:kim.russell-martin@seattle.gov) if you are interested.

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***Next Meeting: December 1<sup>st</sup>, 12pm, 13<sup>th</sup> floor conference room.***